

ACCELERATING GENDER AND SEXUALITY INCLUSION IN ORGANISATIONS

Short paper submission deadline: 15 October 2021

Full paper submission deadline: 31 March 2022

Guest Editors

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Aim

Gender and sexuality are two critical dimensions of human life and greatly influence the way people connect with work and organisations, and the way organisations connect with employees. However, not all individuals are provided with the same opportunities to fully access, participate, and benefit from organisational life. These disparities often fall along gender and sexuality lines. The current pandemic has exacerbated these inequalities by disproportionately affecting female workers and those in precarious jobs, disproportionately held by members of minority groups.

The aim of this special issue is to provide an interdisciplinary and intersectional showcase of cutting-edge research and case studies that examine the factors that facilitate and hinder equal workplace participation of groups based on sexual characteristics, gender identity, and sexual orientation.

This special issue will contribute directly to scholarship in organisational behaviour, human resource management, diversity management, social issues in management, and other areas of management studies

Scope, Representative Topics, and Questions

This special issue will comprise research questions such as (but not limited to) the following:

- What individual, family, organisational, industry-specific, and legal factors hinder or facilitate authentic gender and sexuality inclusion at work or the implementation of inclusion strategies?
 - Do we need an integrated model to approach gender and sexuality inclusion at work, or is it more effective to focus on separate approaches for gender identity, sexual characteristics, and sexual orientation?
 - What is the most effective and appropriate way to apply an intersectional approach to gender and sexuality research and inclusion practice at work?
 - What approaches, strategies or principles work better to guarantee specific gender and sexuality minority groups experience authentic inclusion at work?
 - How can we better understand, prevent, and manage workplace abuse, based on gender and sexuality attributes?
 - What are the links and synergies between gender and sexuality inclusion and other socially-relevant organisational processes (e.g., corporate social responsibility, client relations)?
 - What kind of strategies (e.g., equal opportunity, demand-side, supply-side) could be implemented to accelerate gender and sexuality inclusion?
 - What gender and sexuality inclusion approaches have caused unintentional harm and why? How can we develop intervention principles to maximise benefits and minimise harms and wastage?
 - How can we improve the quality of design and evaluation efforts for gender and sexuality inclusion interventions? What lenses need to be applied?
- x The Special Issue will also comprise invited peer-reviewed case studies showcasing evidence-based inclusive workplace practices (if you are interested in writing a case study, please email the Guest Editors for the Special Issue with your idea) and an invited discussion to the whole special issue.

Submission format

The three guest editors are hosting the 2022 Gender and Sexuality at Work Conference (see the conference website [here](#)). This research and engagement conference will be hosted both online and at the University of Melbourne, on 15 February 2022.

The conference invites academic papers and presentations of evidence-based applications about gender and sexuality workplace inclusion from across the Asia Pacific region, made possible by the online presence of the event. This conference will be one of the conduits to identify suitable original research, case studies, and the invited response to the special issue.

Authors are invited to submit a four-page short paper for initial review and consideration to be included in the conference program (from 1 September 2021 to 15 October 2021). These short papers will be peer-reviewed by academics for developmental feedback and assessment. We will provide this feedback to authors no later than 30 November 2021. Based on peer assessment, some authors will be invited to present their work at the 2022 Gender and Sexuality at Work Conference. You can submit your short-paper for peer-review and consideration for the conference [here](#).

Peters); (i) gender stereotypes (with Renata Bongiorno, Colin Leach); (j) large scale cross cultural examination of gendered stereotypes of political leaders (with Kim Peters, Alice Eagly, and the Psychological Science Accelerator); (k) gendered status and distinctive treatment in the workplace (with Chris Begeny), (l) impostor syndrome (with Chris Begeny, Sanne Feenstra); and (m) the implications of a lack of fit (with Madeline Heilman, Thekla Morgenroth, Kim Peters).